



## 2014-15 Differentiated Pay Plan

# MARION COUNTY SCHOOL DISTRICT

### I. Description of Differentiated Elements (Required Section)

| Differentiated Element                             | Description  | Compensation Type and Size   | Reach  | Estimated Cost   | Estimated Salary Expenditures   |
|--|--|--|--|--|---|
|  | <p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>   | <p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>   | <p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do</i></p>              | <p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p> | <p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p> |
| Hard-to-Staff (School, Subject, or Placement)      | N/A  | N/A  | N/A  | N/A  | N/A   |
| Performance  | N/A  | N/A  | N/A  | N/A  | N/A   |
| Additional Instructional Roles or Responsibilities | <p><i>Teachers scoring at a 4 or above on their TEAM teacher evaluation and also meeting LEA attendance requirements will be eligible to serve as mentors, core content specialists, and collaborative learning leaders.</i></p> | <p><i>The compensation will be given yearly in the form of a stipend/bonus at the end of the 2014-2015 school year. Dollar amount of stipend—minimum of \$500 and not to exceed \$2,000.</i></p> | <p><i>Based on last year's final classroom observations and LEA attendance requirements approximately 30% of teachers would be eligible for consideration.</i></p> | <p><b>\$17,504</b></p>   | <p><i>20% of 2014-15 equity money (89,115) will be used to fund differentiated pay plan</i></p>         |
| Education  | <p><i>The district will continue to award step increases for levels of education.</i></p> <p><i>See attached 2014-15 MCS salary schedule</i></p>   | <p>Compensation distributed equally to classroom teachers.</p>   | <p><i>All certified full-time teachers eligible</i></p>  | <p><i>The estimated cost of these awards is</i></p> <p><b>\$71,611</b></p>                             | <p><i>This will compromise less than 1% of district salary expenditures.</i></p>                        |

|                   |   |  |  |   |   |
|-------------------|---|--|--|---|---|
| <b>Experience</b> | <i>The district will continue to award step increases for each year of experience. See attached 2014-15 MCS salary schedule</i> | <i>Base pay will be determined by the 2014/2015 MCS salary Schedule.</i> | <i>All certified full-time employees eligible.</i> | <i>The estimated cost of these awards is \$217,000.</i> | <i>This will compromise about 1.5% of district salary expenditures.</i> |
|-------------------|---|--|--|---|---|

## II. Salary Schedule (Required Section)

1. Copy of the district's proposed 2014-15 salary schedule will be forwarded upon board approval.
1. Any future state funding increases will be applied in an "across-the-board" raise to improve teacher salaries as well as possibly increase pay incentives as needed.

## III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

MCS Differentiated Pay Plan document

## **Marion County School District**

### **Differentiated Pay Plan**

The core elements of a plan for Marion County School District are listed below. There may be other items added in terms of communication, eligibility and funding.

#### **GOALS**

 *To supplement the salaries of highly effective teachers assigned to additional roles and responsibilities while improving instructional capacity within our schools.*

#### **ADDITIONAL ROLES AND RESPONSIBILITIES**

- 1) Marion County School District will compensate teachers for providing additional instructional support by performing additional duties within our schools increasing teacher effectiveness and student achievement.
- 2) All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.
- 3) Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.

- 4) Examples of these roles and duties are but not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, common core coaches, etc.
- 5) Any person receiving compensation for additional roles and responsibilities must have received at least a 4 on the observation score of the TEAM evaluation model and meet LEA attendance requirements in the 2013-2014 school year.

### **COMPENSATION GUIDELINES**

- 1) All compensation amounts will be defined with a minimum of \$500 and not to exceed \$2,000 annually. The level of compensation will not be based on an hourly rate.
- 2) All time to be compensated must occur outside the time defined in the annual contract.
- 3) All compensation for additional roles and responsibilities will be paid upon completion of the 2014-15 school year when all required work has been completed and evaluated.
- 4) This payment is not part of base salary and will not become a reoccurring part of an individual's compensation. These amounts as well as roles will be reviewed annually and recommended for Board approval by the Director of Schools.

### **FUNDING**

A designated percentage of funds identified for salary improvement from TDE in 2014-15 will be used to fund supplements for additional roles and responsibilities. MCS will receive \$89,115 in equity money for the 2014-15 school year. Approximately 20% of this amount or \$17,504 will be allocated to fund the differentiated pay plan for the 2014-15 school year.

## **GENERAL NOTES**

- All components of this plan are subject to available federal, state, and local funding being at current levels.
- All components of this plan are subject to local board approval.
- This plan is subject to review annually and only commits Marion County School District for the 2014-15 fiscal year.

## **ATTENDANCE**

- 1) In order for a teacher to receive full levels of compensation or to be considered for additional roles and responsibilities, they must meet certain teacher attendance requirements.
- 2) These attendance levels will be recommended annually for board approval by the Director of Schools.
- 3) Teachers must also be full time employees to be considered for any of the previously identified levels of compensation.

## **STAKEHOLDER ENGAGEMENT**

At the beginning of the 2013-14 school year, all teachers were given a survey to complete regarding Differentiated Pay. An overwhelming percentage, (80%) agreed that supplements should be awarded for extra duties. During the November board meeting, differentiated pay was discussed with our board. They

**agreed with the teachers on pay for extra duties and expressed their desire to proceed with the salary schedule based on years' experience and level of education. Our differentiated pay proposal has also been discussed at each building's faculty meetings and monthly supervisors/principals meeting.**



